



New Look at Careers in a Rapidly Changing World

May 16-26, 2023



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About APCDA

Vision: APCDA is a forum for sharing career development ideas and practices in the Asia Pacific region and engaging the world about these insights.

Mission:

- To promote collaboration among career practitioners throughout the Asia Pacific region
- To inspire existing and potential career practitioners to deliver theory-based and research-driven career development services
- To promote research in the field of career development
- To advocate for workforce policies and practices that foster inclusion and access to decent work for all

Activities:

- Organize conferences, workshops, and professional training events to facilitate learning by career development professionals
- Organize networking events so that career development professionals can develop relationships to better share ideas and professional projects
- Publish educational articles describing the work of various practitioners in the Asia Pacific region so that others may learn from these practices
- Identify exemplary practices in the Asia Pacific region to facilitate development of services in the area
- Encourage the development of theories that adequately describe Asian career development

Save the Date!
2024 APCDA Conference
Trivandrum, India
April 15-27, 2024

History




Dr Huei-Ling Peng, Dr Yao-Ting Sung, Soonhoon Ahn, and Dr Hsiu-Lan (Shelley) Tien

In December 2009, Soonhoon Ahn visited Dr Yao-Ting Sung, and Dr Shelley Tien at the National Taiwan Normal University. They discussed the concept of creating an Asian-Pacific Career Development Association and agreed that such an organization would fill an important need. At the 2010 NCDCA Conference, 24 NCDCA members met to form this association, including Cheri Butler who was then President of NCDCA. At NCDCA in San Antonio in 2011, another organizational meeting was held and selected the name Asia Pacific Career Development Association with a 2-tier organization that has organizational members and individual members.

At NCDCA in Atlanta in 2012, the bylaws were adopted and officers and committee chairs were elected. APCDA was incorporated as a non-profit corporation and began to clarify its structure and build a team to work on its projects. In April, 2013 APCDA held its inaugural conference in Seoul. Subsequent conferences were held in Hawaii, Japan, Taiwan, Philippines, China, and Vietnam. It now has 22 Country/Area Representatives and 315 active members.

The following countries are considered to be part of our service region **Australia, Azerbaijan, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, Canada, China** (including **Hong Kong** and **Macau**), Cook Islands, Fiji, **India, Indonesia, Japan, Kazakhstan, Kiribati, Korea, Laos, Malaysia, Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar, Nauru, Nepal, New Zealand, Pakistan, Palau, Papua New Guinea, Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Taiwan, Thailand, Timor-Leste, Tonga, Tuvalu, USA**(including Guam), Vanuatu, and **Vietnam**. Areas currently represented on our Area Council are shown in bold.

Tuesday, May 16

Time	Session	Description
8:00 – 11:00 am	111	<p>Professional Development Institute: Career Development for Social Justice by Dr. <i>Tristram Hooley</i></p> <p>Career professionals help individuals to navigate the institutions and structures that makes up their lives and careers. We tend to focus on the capabilities of the individual, celebrate their achievements and support them to realise their dreams and their potential. However, our clients often find that their career aspirations are frustrated by a range of external factors. These may include prejudice, poorly run organisations or structural inequalities built into the societies in which we live. Sadly, the path of our careers runs right through these kinds of injustices. Traditionally career practitioners have encouraged clients to use strategies of adaption and resilience. Perhaps it is possible for career development to change the world while changing the lives of individuals. Professor Tristram Hooley will explain the 'career guidance for social justice' movement, explore the new ideas that it is proposing, and introduce the 'five signposts towards emancipatory career guidance' as a practical framework that practitioners can use with their clients.</p>  <p>Professor Tristram Hooley is an internationally renowned expert in career and career guidance. He is a Professor at the Inland Norway University of Applied Sciences and at the International Centre for Guidance Studies, University of Derby. He has written 10 books, over 60 articles and book chapters and more than 100 reports. His latest book is the Oxford Handbook of Career Development, published by the Oxford University Press. He is also Visiting Professor at Canterbury Christ+ Church University; a director of NICEC; a Winston Churchill Fellow and an editor of the Career Guidance and Social Justice website. He is Chair of Adviza and on the board of the Career Development Policy Group and the International Centre for Career Development and Public Policy.</p>
11:00 am – 1:00 pm		Lunch on Your Own (see list of lunch places in conference bags)
1:00 – 5:00 pm		<p>Astana City Tour</p> <p>This bus tour of Astana will show you this historical and modern parts of the city and many of the major sites. You will learn about the history and the people of Kazakhstan and learn the stories behind the many fascinating sites in Astana.</p>
6:00 – 8:00 pm		<p>Meetup Dinner: Unichef at Nazarbayev University</p> <p>The Unichef Restaurant at the university will provide a taste of Kazakh and space for us to meet each other and as the conference is beginning. The cost of this dinner is included in your registration fee. No need to pre-register.</p>

Wednesday, May 17

Time	Session	Description
7:30 – 8:00 am		Registration and Coffee
8:00 – 8:20 am	201	Presidents' Welcome to the Conference with <i>President Momoko Asaka</i> and <i>President Shigeo Katsu</i>



APCDA President Momoko Asaka is CEO of Veriteworks, and Officer of APCDA since 2016. She is a JCDA Certified Career Development Adviser/ Peer Facilitator, NCDA member, JPA Certified Psychologist, Industrial Counselor, Health and Productivity Management Advisor. Since 2014, Veriteworks has provided career and mental health counseling for corporate clients, as well as seminars, book publishing, media appearances.



Mr. Shigeo Katsu has been President of Nazarbayev University since the university was founded in 2010. He is also a member of the National Commission on the Modernization of the Republic of Kazakhstan, serves as an advisor to international and bilateral development institutions, and co-authored the book *Central Asia 2050 – Unleashing the Region's Potential*. Before joining Nazarbayev University, Mr. Shigeo Katsu worked at the World Bank for over 30 years.

8:20 – 9:20 am 211

Keynote: Kazakhstan and Future Trends by Dr. Loretta O'Donnell

Kazakhstan works hard to prepare its youth for the future through its higher education system. Since the 2017 World Expo in Astana when Kazakhstan showed to the world its version of the future, Kazakhstan has used the best minds in the country to focus on preparing for and adapting to the future. We are delighted to share our ideas with you and we believe you will find them useful.



Loretta O'Donnell, PhD, Vice-Provost for Academic Affairs at Nazarbayev University, is responsible for liaising with Deans, faculty and staff and with the university's strategic partners globally to develop policies and implement systems to deliver international quality undergraduate, graduate and doctoral programs. She holds a doctorate in Management from Macquarie Graduate School of Management, Australia. Having been in this position since 2013 has provided an excellent opportunity for her to review the needs and capabilities within Kazakhstan as it faces the challenges of the future.

9:20 – 9:40 am

Coffee break

9:40 – 10:00 am 221

Awards Ceremony with Momoko Asaka

At this ceremony you will meet the Outstanding Career Practitioner, Outstanding Career Educator, Lifetime Achievement, and President's Awardee. You will also meet people who deserve special notice for their contributions this year, the Conference Hosts, and the Scholarship Winners.

Ms. Momoko Asaka is described above.

10:00 – 11:00 am 231

Keynote: Predicting the Future in Turbulent Times: The Role of Career Development by Dr. Tristram Hooley

Nobody can predict the future, but everyone must plan for it. Career development professionals spend their days helping people with this uncertainty and supporting them to make plans for it. In recent years we have seen the pandemics, wars and the collapse of banks, alongside attendant political instability. In such a world how can people build plans to help them access decent work and achieve a meaningful career? Professor Tristram Hooley will discuss the key trends and issues that experts have argued will characterise the future. He will look at automation and digitalisation as well as globalisation, urbanisation and environmental change.

Professor Tristram Hooley is described above.

11:00 am - 241
Noon

Panel Discussion: Demystifying “AI” Related to Career Development by Dr. Marilyn Maze, Dr. Rich Feller, and Dr. Jaana Kettinen

When discussing jobs of the future, we often throw around terms like “AI,” “Machine Learning,” and “Big Data.” But what do these terms really mean? And will they appear in our field of Career Development? Three career professionals with experience in using these technologies will clarify these terms and provide examples of how they apply to career development now and in the future. Bring your questions and ideas about potential future development.



Dr. Marilyn Maze, Ph.D., is the Executive Director of the Asia Pacific Career Development Association. Dr. Maze is the 2022 Eminent Career Award winner and a Fellow of the National Career Development Association. She received NCDAs President's Award and the NCDAs Credentialing Commission Service Award in 2016. She received the Lifetime Achievement Award from the Maryland Career Development Association in 2010. Dr. Maze began her career working as a computer programmer and formerly developed the ACT Profile (previously called DISCOVER).

Dr. Rich Feller, PhD, had a long career as a professor at Colorado State University. He is also a licensed professional counselor, certified coach, futurist, thought leader, international keynote speaker, consultant, and author. He is a Past President of National Career Development Association and winner of its Eminent Career Award. He is a chief advisor to YouScience (a career assessment company), co-owner of One Life Tools (publisher of Conversations Matter), and provides training for career coaches using the Knowdell cardsorts, among many other activities.



Dr. Jaana Kettunen, PhD, is a Research Professor of lifelong guidance and a Vice-director at the Finnish Institute for Educational Research of the University of Jyväskylä. Her research which has a strong international orientation revolves around career guidance practice and policy with a special interest on the design and use of information and communication technology in career guidance.

11:00 am –
1:00 pm

Craft Fair

Looking for handcrafted souvenirs of Kazakhstan? We will bring the artisans to you.

12:00 noon
– 2:30 pm
2:30 – 5:30
pm

Lunch on Your Own (see list of lunch places in conference bags)

International Finance Center Tour




Meet at the ramp by Block C2 for the bus which leaves at 2:30 and returns at 5:30.

6:00 – 9:00
pm

Reception Dinner at Nazarbayev University

Meet in the Ball Room Left for a performance by the student orchestra and a dinner of Kazakh delicacies.

Thursday, May 18

Time	Session	Description
7:30 – 8:00 am		Coffee available
8:00 – 9:00 am	311	<p>Keynote: Working in 2035 by Ms. Marie Zimenoff</p> <p>The way people work, how they find work, and how they navigate their career journey are all changing quickly. What is most important from the predictions for the future of work and technology growth from research by McKinsey, World Economic Forum, and others? How will work shift as artificial intelligence (AI) becomes more integrated into everyday technology? We'll dive into the data and explore what it means for the future of work for our clients and the strategies we use to support their careers.</p> <div style="display: flex; align-items: flex-start;">  <div> <p>Ms. Marie Zimenoff, CEO of Career Thought Leaders and Resume Writing Academy, knows career services have the power to change lives. She began her professional career as an advisor and recruiter for the Colorado State University mechanical engineering graduate program while completing her Master of Education in Human Resource Studies and Career & Counseling Development. In 2008—the peak of the Great Recession—Marie left the university to start her business. Inspired by a passion to make a difference in the industry, she trains career professionals around the globe in resume writing, career coaching, and business development. She has delivered hundreds of career and leadership development programs, designed curriculum, and provided staff training in workforce, corrections, university, community college, and business environments.</p> </div> </div>
9:00 – 9:20 am		Coffee Break
9:20 – 11:00 am	321	<p>Panel Discussion: Future Trends and the Workplace by Jeremiah Wong, Rahul Nair, Dr. Shujiro Mixuno, and Dr. Serene Lin-Stephens</p> <p>This panel of futurists from member countries will anticipate ways that global trends are likely to impact our region. Using information from the conference keynotes as well as other sources, they will share their visions of the future workplace. Bring your questions and ideas to share during this discussion.</p> <div style="display: flex; align-items: flex-start;">  <div> <p>Mr. Jeremiah Wong is a Clinical Supervisor and Educator for Career Practitioners in Singapore. He started his career in the military and progressed into employment services as a Career Coach serving more than 4,000 individuals. Jeremiah was involved in the national capability design and development of Career Development Practitioners in Singapore and he trains budding Career Counsellors as a Senior Lecturer in Republic Polytechnic. Jeremiah is one of two trainers outside of US recognized by the National Career Development Association (NCDA) to conduct a 45-hour career supervision program, leading to the NCDA Certified Clinical Supervisor of Career Counselling. Jeremiah has been a member of APCDA and was awarded the APCDA Outstanding Educator of Career Professional Award in 2022.</p> </div> </div> <div style="display: flex; align-items: flex-start; margin-top: 20px;"> <div style="flex: 1;"> <p>Mr. Rahul Nair, South India Country Representative, is a Lifologist, Occupational Psychologist, and an Organizational Development professional with more than 12 years of experience in the Organizational Development industry. He has coached and mentored senior managers and top officials of MNCs, Corporate houses, and Governmental Agencies and has brought about tremendous positive results. Mr. Nair is the Representative – Technology and Academics to Lifology.com, a Guinness World Record Holding organization.</p> </div>  </div>



Dr. Shuji Mizuno is a Doctor of Education, former professor at Reitaku University and Rissho University, certified clinical psychologist, 1st-degree career consultant, supervisor certified by Japan Counseling Association, and President of Japan Peer Mediation Association.

Dr. Serene Lin-Stephens is a senior lecturer and manager of the Postgraduate program in Career Education and Development at RMIT University in Melbourne, Australia. Serene has been a career and vocational researcher, educator and practitioner for over 20 years. She has taught in the Master of Rehabilitation Counselling program at the University of Sydney and facilitated the embedment of career development learning in curricula at over 20 courses at Macquarie University, University of Wollongong, and Western Sydney University. She also led the glossary project at APCDA (Chinese, Vietnamese, Japanese, and Korean). Serene is a Senior Fellow of the Higher Education Academy, the Australian representative of APCDA and the 2023 President-Elect of APCDA.



11:00 am –
1:00 am

Craft Fair

Looking for handcrafted souvenirs of Kazakhstan? We will bring the artisans to you.

11:00 – 331
11:30 am
11:30 am –
1:00 pm
1:00 – 7:00
pm

Closing Ceremony for the 2023 Conference

Lunch on Your Own (see list of lunch places in conference bags)

Tour to AlZhir Museum and the Grand Mosque

AlZhir was the largest women's gulag camp during the Soviet era and held more than 8000 women. Visit the museum displaying remnants of this sad period of Kazakhstan history. Then visit the largest Mosque in the world, completed in August 2022. Meet at the Starbucks coffee shop at the Mega Center.

8:00 –
10:00 pm

Board Dinner (by invitation)

Friday, May 19

Time	Session	Description
8:00 – 11:00 am	411	<p>Professional Development Institute: Guiding Clients to Career Success in the Workplace: 2023 and Beyond by Marie Zimenoff</p> <p>As technology evolves in hiring, job search, and in the workplace itself, professionals will either adapt to leverage the new technology or struggle in their careers. These professionals are increasingly looking to career services providers to help them navigate getting jobs and designing their careers to be durable throughout these changes. During this hands-on session we'll look at virtual reality and AI tools that are helping people find the right fit job, do mock interviews, or tour companies; apps and websites they are using for job search; and more! Then we'll examine coaching, personal branding and writing strategies to guide clients in navigating career management and job search in 2023 and beyond. You'll walk away with coaching tools for career agility, using digital tools for job search, and creating resumes that work in an age of increasing technology.</p> <p>Ms. Marie Zimenoff is described above.</p>
3:35 pm		Air Astana flight departs for Almaty

If you sign up for the Alamy Tour, be sure to reserve your own place on the Air Astana flight leaving Astana at 3:35 pm.

5:00 – 8:00 pm 131



Tour of KIMEP University and Almaty

Almaty is the largest city in Kazakhstan and former capital. KIMEP University is another English-speaking university in Almaty. This tour also includes Medeu, a high-altitude training facility for winter sports (and modern roller-skating rink), Ascension Cathedral, a beautiful Orthodox Church build in the 19th century, and the main shopping district of Almaty plus a bizarre selling local fruits, vegetables, and other products.

Saturday, May 20

Time	Session	Description
9:00 am – 5:00 pm		Second Day of Almaty Tour

Monday, May 22

Time	Session	Description
7:00 – 7:50 am	BYOF Special Topics Sessions	Bring your own food and beverage to enjoy while participating in these special topics.
7:00 – 7:50 am	501	<p>Discussion: Which Ideas Expressed in Week 1 are Most Important to You and Why? <i>with Natalie Kauffman</i></p> <p>There are 3 goals for discussions:</p> <ol style="list-style-type: none"> 1. To facilitate networking in a virtual environment. 2. To share insights with other attendees about important topics. 3. To help you to clarify your thinking about a topic. <p>Discussions are not recorded. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will need to turn your microphone on. We hope you will turn on your video, but it is not required. If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <div style="display: flex; align-items: flex-start;">  <div> <p>Ms. Natalie Kauffman, M.S., NCDA Certified Career Counselor™, FCD-I, NCC, NCCC, GCDF-I, has been providing comprehensive career counseling, education & transition solutions to the global community for more than 35 years. Her digitally fluent and face-to-face experiences continually infuse the eight domains of wellness as well as aequanimitas. Her career development work has traversed business, government, education & NPO settings. She is also an active member of the National Career Development Association Global Connections Committee's Leadership Team. Ms. Kauffman's M.S. in Applied Behavioral Counseling with a Career Counseling concentration is from The Johns Hopkins University.</p> </div> </div>
7:00 – 7:50 am	502	<p>Ethics, Standards, & Glossary Committee <i>with Dr. Vandana Gambhir Chopra and Dr. Serene Lin-Stephens</i></p> <p>This committee has produced many valuable resources for APCDA members and is currently working in translations for the Glossary, Version 3. Learn more about its activities and the skills need by this committee.</p> <div style="display: flex; align-items: flex-start;">  <div> <p>Dr. Vandana Gambhir Chopra, PhD, is Assistant Professor in the Department of Psychology, Keshav Mahavidyalaya, University of Delhi, and the Former Country Director of India for APCDA. She started her professional career as a medical physician, excelled and later received her doctorate in Psychology. Known as an expert in Psychometrics, Organizational Behavior, Human Resource Management and Vocational & Career Counseling, she helps corporations with their employee wellness and productivity through training and assessments. Her field of involvement in psychology research work spans across career competencies, personality, social psychology, competency mapping, positive psychology, and consumer behavior and geriatrics mental health.</p> </div> </div> <p>Dr. Serene Lin-Stephens is described above.</p>
7:00 – 7:50 am	503	<p>Dick Knowdell and the Career Development Network's (CDN) Future by Dr. Rich Feller</p> <p>With Dick's passing the CDN is launching a new global model to support coaches and career development. Dr. Rich Feller, the new Executive Director will engage participants with "what's next" discussions about training, information transfer, certification, and new relationships and initiatives.</p>

Dr. Rich Feller is described above.

7:00 –
7:50 am

504

Research Committee with Dr. Poh Li Lau

The Research Committee facilitates cross-cultural research and supports the APCD Journal. Learn more about its activities and share ideas for research projects.

Dr. Poh Li Lau is an Associate Professor in the Department of Educational Psychology and Counselling at University of Malaya, Malaysia. She received her BA (2006) and PhD (2011) in Counselling from University of Malaya, Malaysia. Her research interests include career counselling, positive psychology, resilience and well-being, special needs program, cross cultural and psychological testing. She takes responsibility in teaching and learning, evaluation activities, research activities in undergrad and postgrad counselling program and consultation program and consultation projects. She is also a registered counsellor in Malaysia.



8:00 –
8:50 am

511

Rapidly Changing Pathways: Creating Agile, Integrated Employees by *Dr. Elisabeth P. Montgomery*

Future thinking includes Donald Super's concept of lifelong learning theories, which start with curiosity and developing interests, skills, and values. Finally, after seeking self-betterment throughout middle age, we rest on our life's labor. The guru of post-modern lifelong learning theories and practices in America is Dr. Nancy K. Schlossberg. At age 93, Professor Schlossberg continues revitalizing concepts of aging workforces based on her decades of collaborative research and practice. Transition Theory is Schlossberg's set of principles called "The Four Ss": the main idea is that life is full of transitions and change. How we handle adaptation depends on our situation, ourselves, support, and strategies.



Dr. Elisabeth P. Montgomery, Ph.D., GCDF, serves as President and International Consultant in InterLangua LLC & InterLangua Software (Shenzhen) LLC. She is the former Senior Advisor on Internationalization (2012-2021) At Nanshan District Education Bureau, where she successfully designed and transformed language, career, and Sustainable Development Goals for grades K 12 in the largest district in Shenzhen, Guangdong Province, Dr. Montgomery was co-founder and Headmaster of the Yucui High School International Department (the YCID) and served as Foreign Vice-Principal in public schools and as a Cross-Cultural Consultant for Shenzhen Managers Training College & Shenzhen University.

8:00 –
8:50 am

512

Preventing the Spin Cycle: In Motion & Momentum+ by *Donnalee Bell and Trina Stanford*

In Canada, the policy-push in public career and employment services to get clients as quickly as possible into jobs and training has created a spin-cycle. Clients who need support with pre-employment skill development are not getting the support they need and, as a result, find themselves in a costly revolving door cycling from the labor market to service over and over. In Motion & Momentum+ is a participant-centered pre-employability skill-building program attempting to stop this spin-cycle. This highly interactive session will demonstrate this new and evidence-informed approach to work-readiness programming



Ms. Donnalee Bell is the Managing Director of the Canadian Career Development Foundation and co-author of *In Motion* and *Momentum+*. She has led a wide range of award-winning PanCanadian, provincial and territorial career initiatives. Her work has been featured in Canadian media, including a CBC documentary on Generation Y. She has presented at several conferences worldwide and was honoured to be the opening keynote of the Premier of Manitoba's Skills Summit (2013).

Donnalee is passionate about the career development field and works to bring its potential to the workforce development goals of governments, employers, communities and individuals.

Ms. Trina Stanford has worked as a passionate front-line service provider in employment and career development in both Canada and the United States. For the last 13 years, she worked as an Employment Trainer and Counsellor for clients needing assistance with career decision-making, job search and gaining access to training. She has always embraced a client-centered approach to career development which leads to meaningful outcomes for clients. She works closely with the *In Motion & Momentum+* program as well as other CCDF initiatives



8:00 – 8:50 am 513

Look Beyond Job Titles: How to Help Students Find Purpose and Impact by *JP Michel*

The question 'what do you want to be when you grow up?' is no longer serving young people. For too long, we've encouraged them to prepare for their future by choosing a job title. This approach is causing anxiety and not preparing them for a complex, rapidly changing world. Career professionals can change the world by helping young people look beyond job titles to find important challenges to solve. This new approach is called the Challenge mindset, and it is igniting a sense of purpose in youth. Come discover the difference it can make to the people you serve.



Mr. JP Michel's mission is to change the way we prepare people for their careers. His work in leadership and career development helped him create the Challenge mindset, an approach to career exploration now used in hundreds of schools and postsecondary institutions. JP is a TEDx speaker, has a master's degree in industrial-organizational psychology and is the recipient of the 2022 Outstanding Career Leader award from the Career Professionals of Canada.

8:00 – 8:00 am 514

5 Steps to Help Clients Self-manage Their Career Path Based on Practicing Mindfulness by *Nga Nguyen*

Most career obstacles come from being distracted by many "buzz" thoughts and outside effects. The application of mindfulness practice is helpful in not only balancing life psychology, but also strongly supporting clients to gradually rebuild their own confidence, extracting happy feeling moments in their career. The mindfulness in each-single job gradually helps them discover suitable career transitions. Then they step by step love what they do. The 5-step career development model, based on mindful practice as a direction of a sustainable career path, works effectively in training and career coaching and counseling.



Ms. Nga Nguyen, Master of Trade and Diplomacy, is the Professional Director of Mindful Career Vietnam. Since 2003, she has worked as a lecturer/trainer/consultant and coach in personal development, living values, career guidance, career transition, and development. As a Head of Industrial Relations & Student Services cum BTEC lecturer at American Polytechnic College, she effectively developed a chain of models combining training, consulting, mentoring and coaching career development for students, bridging them to

employers. As an internal training and corporate culture manager in corporations, the practice of EQ and Mindfulness helps her to be transparent in own career decisions and support others to enjoy their happy career journey.

8:00 –
8:50 am

515

Digital Storytelling for Career Construction by *Dr. Kevin Glavin*

This presentation will explain how to explore a client's vocational narrative through the process of digital storytelling. Vocational narratives can help career development practitioners identify and process a client's career related needs, values, interests, beliefs, passion, and purpose. The presenter will introduce the concept of digital storytelling and describe how to implement this technique based on the constructs of Career Construction Theory (Savickas, 2005). Case studies will be used to demonstrate how to move from theory to practice.



Dr. Kevin Glavin is a Licensed Professional Counselor and Educator who has spent the past 20 years studying, teaching, and practicing career counseling. He is the Founder of 'Create Your Why', a company created to provide excellence in career coaching and training. Dr. Glavin has worked with numerous organizations including, Saudi Aramco, Singapore Ministry of Manpower, Japanese Institute of Career Development, Australian Catholic University, University of Florence Italy, and University of Colorado Boulder. He has served as president of the Ohio Career Development Association and as Editor for the Journal of Employment Counseling.

8:00 –
8:25 am

516a

Career Development on Instagram: Content Analysis of Digital Stories Online by *Dr. Heather Zeng*

Social Media continues to engage individuals in a range of socially constructed topics of interest. Career Development and work/lifestyle topics are the focus of much social media content. There are scant analyses of these popular forums for expression on career development topics. This study has three goals: 1) to analyze the type of digital storytelling conveyed on Instagram and 2) to compare the frequency of career development topics addressed in recent research in the past year of career counseling and development literature and 3) to analyze regional/geographical origins of postings.



Dr. Heather Zeng, Ph.D., LPC, NCC, NCC (C), CCC, BC-TMH has experience in career development counseling, career education policy at the State level, and assessment for the 4th largest school district in the U.S. She has worked as a counselor for the military in the U.K. and Portugal. She is a tireless student advocate in the area of counseling and career development. She has written on topics of international human resource development, counseling and technology, workplace bullying, and job promotion. She forged the first interactive resume feature for USA Today. She is president-elect of the California Career Development Association.

8:25 –
8:50 am

516b

How Young People of Generation Z Define Career Success: Implications for Career Counselors by *Dr. Sujin Kim*

It is still being determined how young adults define career success. Thus, this study aimed to explore perspectives on career success among young university students who belong to Generation Z. Participants displayed subjective and objective career success. Statements related to enjoyment, work-life balance, self-development, helping people, and being happy relate to subjective career success (87.5%), while financial stability, decent pay, and promotions relate to objective career success (75.0%). This study contributes to understanding the perspective of young people, whom we call digital natives, and can assist career counselors working at universities.



Dr. Sujin Kim, earned a PhD at Griffith University with expertise in Career Development and Vocational Psychology. Her PhD research is about career values and orientations for young adults. She is passionate about career guidance and counseling for students. Before starting her degree, Dr. Kim worked as a counselor and researcher for five years in South Korea while advising adolescents and parents about their psychological and career-related issues and researching the career development for out-of-school youth. She majored in

Psychology, Economics, and Public Administration for her bachelor's and Counselling Psychology for her master's.

9:00 – 521
9:50 am

Applying a Mattering Lens to Work Engagement by *Dr. Norman Amundson and Andrea Fruhling*

As the world continues to change, and the ways we connect and work adapt in response, the importance of mattering has become increasingly important and necessary. Join Ms. Andrea Fruhling and Dr. Norm Amundson as they discuss some new perspectives on the concept of mattering. Learn about internal, external, invisible, unexpected, and practical forms of mattering and how to take a 'mattering' lens to expand the ways you care for yourself and engage with the people around you. In this interactive session you will hear about a case study and consider how to increase one's sense of mattering (including your own) in the world around you.



Dr. Norman Amundson, Ph.D. is a professor emeritus from the University of British Columbia. He is a cofounder of the Hope-Action Theory, and has worked in the career development field for over 40 years. During this time he has published many books and articles, including an Anniversary Edition of his nationally award winning book "Active Engagement." Many of his books and workbooks have been translated into other languages (Japanese,

Korean, Danish, Swedish, Finnish, French, Latvian, Estonian, Romanian, Icelandic, Arabic, Hungarian, Polish, Greek, Dutch).

Ms. Andrea Fruhling (PCC) is a Certified Organizational Coach, the Founding Director of Doubleknot Works, a Mentor Coach & Instructor for the University of British Columbia's Organizational Coaching certification program, the developer and lead instructor for the Career Coaching Masterclass (UBC), and a Global co-Leader for the International Coaching Federation's Career Coaching Community of Practice.



9:00 – 522
9:50 am

Engaging Women in a Changing Workplace by *Tanaz Byramji, Allan Gatenby*

There is no better time than now to re-enter the workplace. Unemployment rates are down, job vacancies are increasing. Organizations are looking to employ women in roles not previously considered and moving towards skills-based hiring. Yet female participation in the workforce – a key contributor to the gender gap – still lags that of men. Funded by the National Career Institute of Australia, the World of Work program is an agile, responsive program incorporating asynchronous learning and live coaching, training, and networking sessions. Developed in 2022, participants and career practitioners gained insights into the support needed to engage women more fully.



Ms. Tanaz Byramji is an insightful career coach, facilitator, and communications consultant. She's passionate about helping people find work that is fulfilling and learn how to take control of their career, harness their strengths, and communicate with influence. She is the co-designer of World of Work Program. Tanaz has over 12 years' experience coaching people to achieve their career goals. She has led a number of outplacement programs, supported parental leave and return to work programs. Her client

list includes Telstra, ANZ, Waterside Engineering, Aspen Medical, Hospira, Allens-Linklater and Ashurst as well as several local councils.

Mr. Allan Gatenby is an internationally accredited career and talent development coach. He is a master coach, trainer and leadership consultant. He is a mentor to professionals in career, training and education. He is a sought-after presenter. He has presented at conferences in Philippines, China, Vietnam, UAE, Singapore, Canada and India. The UNDP consider him a global expert in career education. In addition to individual clients, corporate clients include Australian Defence, Westpac, Ministry of Police (UAE), United Nations Development Program (UNDP)



9:00 – 523
9:50 am

The Role of Accompaniment in Career Practice by *Bernie McFarlane*

Effective career practice cannot be reduced solely to output. The client has a deep need to be, and to feel, accompanied. This presentation shares qualitative data from clients on what makes them feel accompanied, and whether online work enables a sense of accompaniment. Also covered are practical recommendations for increasing the client experience of accompaniment. Clients involved in the survey are from a range of cultures: Australian, European and Asian.



Ms. Bernie McFarlane, CICA registered Practitioner, is a committee member of the Career Development Association of Australia (CDAA NSW). She has a business in career practice called Find Your Way to Work. She has a passion for coaching people in networking skills, and has a particular focus on working with migrants, including people from refugee backgrounds. She launched a pilot program called Dream Career for people from refugee backgrounds, which assists them back into the career they are experienced in at their country of origin. She has been recognized for her work in education by being awarded a Fellowship from the Commercial Education Society of Australia.

9:00 – 524
9:50 am

Career Counselors Assist Development of Independent Human Resources in a Rapidly Changing World by *Momoko Asaka*

For years, Japanese companies have offered free career development assistance to employees. It includes periodic interviews by supervisors, support for self-development, implementation of OFF-JT that is individually optimized with workers' intentions and issues, an in-house concurrent employment system, etc. A large percentage of employees do not use this service because more than 50% of companies with less than 100 employees said that they do not have a system to provide career counseling. Due to drastic changes caused by Covid-19, independent human resources are key for firms. What can career counselors do to help? I'll discuss this with an example of the "Self-Career Check" program in Japan.

Ms. Momoko Asaka is described above.

Conversation about Membership Engagement: an APCDA Project with *Dr. Serene Lin-Stephens*

APCDA is trying to determine what makes a member feel engaged and how we can know if we are meeting the needs of our members. We have begun collecting articles on this topic and are hoping to produce a research report. We are also hoping to identify actionable steps we can take to better meet the needs of our members. Please join us for this discussion and perhaps join the team which is conducting this research.

Dr. Serene Lin-Stephens is described above.

9:00 – 526a
9:25 am

Career Adaptability, Hope, and Social Support Among International Students from Asia by *Yangyang Liu*

Approximately 70% of the international students studying abroad in the United States are from Asia. International students from Asia face unique challenges as they navigate their career development process, especially during this time of uncertainty and rapid change. Therefore, it is crucial for career development professionals to support students' career adaptability. After exploring the challenges, the presenter examines the role of hope and social support in promoting career adaptability of international students from Asia. Implications for practice and research will be provided.



Dr. Yang Yang Liu is an Assistant Professor in the Department of Counselor Education and Rehabilitation at California State University, Fresno. She is a National Certified Counselor and Certified Career Counselor. She received her PhD in Counselor Education and Supervision from The Pennsylvania State University. Her research interests center on the career development and wellness issues of underserved populations in higher education, such as international students and students with disabilities.

9:25 – 526b
9:50 am

Exploring the Well-being of Guidance Counselors in the Philippines: a Phenomenological Study by *Dr. Maria Theresa B. Gallardo*

There is little research exploring wellness programs for guidance counselors. This study aims to research and create evidence-based interventions to improve well-being and maintain work satisfaction among guidance counselors. Using Giorgi's phenomenological qualitative approach, this study is based on interviews conducted with twelve (12) guidance counselors from Luzon, Visayas, and Mindanao. The findings suggest improving wellness programs, namely, physical, mental, and spiritual programs, a strong support system among colleagues, and other incentives and forms of compensation.



Dr. Maria Theresa B. Gallardo, an active Registered Guidance Counselor for 20 years, has been a Guidance Counselor at the University of Santo Tomas for almost 15 years. She is also a Registered Psychometrician and Licensed Professional Teacher. She earned her Bachelor of Arts in Psychology at Philippine Normal University (Cum Laude) and Master of Arts in Guidance and Counseling at the University of Santo Tomas (Cum Laude). She just earned her Doctor of Education degree in Counselor Education at

Miriam College.

10:00 – 531
10:50 am

Integrating Career Adapt-Abilities + Cooperation (CAAS+C) Scale into Career Intervention Design by *Gerald Tan and Dr. Kevin Glavin*

This presentation covers the use of the Career Adapt-Abilities + Cooperation Scale (CAAS+C) in helping clients address career concerns in the 21st century. Career adaptability denotes an individual's readiness and resources for coping with repeated vocational choices, occupational transitions and work traumas that characterize the post-corporate global economy. The presentation includes an anonymous case study of how a Career Development Practitioner conceptualized and implemented a career intervention plan based on, and informed by, a client's CAAS+C results.



Mr. Gerald Tan is a Career Development Practitioner trained in career counselling and holds the NCDA CCSP and CMCS credentials. He develops career services and conducts career interventions for individuals and organisations. He is a Projects Director at AVODAH People Solutions, a private career service provider in Singapore. In his career, Gerald has worked in the areas of public employment policy and services, workforce development, skills advocacy and human resources. Gerald is a Lifetime Member of the APCDA, served on several APCDA committees and was awarded the APCDA Presidents' Award in 2022.

Dr. Kevin Glavin is described above.

10:00 – 532
10:50 am

Life Design Based on a 4-Step Model of Socialize Lifetime Development by *Nga Nguyễn*

Using the law of attraction, a life map helps a person see clearly where he wants to go and who he wants to become. There are 3 core factors that need to be identified in that journey, including Mission, Core Values, Vision (MCV). Consciously using MCV helps clients create action plans mindfully and intentionally. A life map needs to be designed in a scientific and logical way, based first on self-awareness and the objective operation of the world. The 4-step Model of Socialize Lifetime Development is based on the step-by-step expansion connections in the socialization process, which affects the worldview and core beliefs that drive actions.

Ms. Nga Nguyen is described above.

10:00 – 533
10:50 am

Remaining Hopeful in a Rapidly Changing World- Hope Centered Intervention by *Raza Abbas*

The Hope-Centered Workshop is an integrative, evidenced-based approach to conceptualizing, assessing and building hope that can be used across cultures and spiritual belief systems. The workshop is a "whole-brain" approach, combining cognitive-behavioral exercises with philosophical reflections and meditative-hypnotic exercises. Five modules are included in this intervention; two attachment modules, and one each for mastery, survival, and spiritual hope.



Mr. Raza Abbas earned outstanding international career practitioner awards from NCDA-and APCDA for his inclusive careers work. He features in 'The World Book of Hope'. Raza is a lifetime APCDA member and is Vice President of Hope Institute. His areas of work include: Capacity Development of Teachers, Counselors and Youth in Career Counseling & Career Development; Fostering Innovative Career Thinking Dialogues with Parents and Children; Career Coaching for Students, Fresh Graduates, Entrepreneurs, Employees; Developing Career Centers and Career Systems; and Evidence-based Hope Capacity Development. He serves IAEVG on the Editorial Board and as National Correspondent of Pakistan.

10:00 – 534
10:50 am

Walking the Talk: The Transformation Journey of a Career Counselor Becoming a Social Entrepreneur by *Phoenix Ho*

During the years of co-founding and co-leading Sông An (Peaceful River) Career Development Social Enterprise, I have walked the talk of constructing my own career development through a rapidly changing world. This journey has been painful and meaningful at the same time. I would like to take the opportunity to share the learned lessons of how I have transformed myself from a career counselor to an on-my-way-to-become a social entrepreneur. The lessons include 1. how to build a sustainable business model, and 2. how to use frameworks and tools to actualize our company's three core values: self-management, wholeness, and growth mindset.



Ms. Phoenix Ho, Founder and CEO of Song An Career Development Social Enterprise, was raised by traditional Vietnamese parents in the US. She completed a bachelors in the US, Master of Educational Leadership and Management in Australia, and Master of Career Development Counseling in the US. Her skills include entrepreneurship, career services leadership and management, national and international professional community development, train-the-trainer facilitating, career counseling and teaching career development, and many others.

10:00 – 535
10:50 am

Empower Career Development Mindset with Student Ambassador Program by *Hieu Phung*

Seeking career planning support is beneficial for students preparing for future careers, still the majority of them hesitates to reach out to career professionals due to the fear of feeling inadequate while still enforcing the doing-it-yourself mindset. As more and more students prefer online channels or seeking advice from those within their age range, it is important to empower key influencers within the student community to champion career development mindset and initiatives. This presentation will share the overview and practices of creating a student ambassador program to raise awareness about career development.



Mr. Hieu Phung is the International Mentoring Consultant for Careers, Alumni & Industry Relations at RMIT University Vietnam. He supports students to find a career mentor in the industry they hope to enter and provides career consultation, job search strategies, CV & Mock Interview Review, personal branding tips and other career-related supports. His previous work settings include University of Missouri - Kansas City, World Trade Center, and Metropolitan Community College - Kansas City.

10:00 – 536a
10:25 am

A Systematic Review on Career Adaptability in Southeast Asia by *Asok Kumar, Dr. Siok Ping Voon, Dr. Poh Li Lau*

A systematic review was conducted on career adaptability in Southeast Asia by employing the PRISMA guidelines where 24 articles were identified. The aim of this article is to identify literature on career adaptability in Southeast Asian countries while identifying the antecedents, predictors and outcomes of career adaptability across the populations in Southeast Asia. The dearth of studies within multicultural settings especially in Southeast Asia calls for further research in exploring career adaptability which might present better career counselling practices and policymaking in Southeast Asia.



Ms. Asok Kumar is a PhD candidate and Graduate Research Assistant from University of Malaya, Malaysia. She received her Bachelor in Communications and Psychology from Upper Iowa University, USA and Master in Professional Counselling from University of Malaya, Malaysia. She is also a registered counsellor with the Malaysia Counsellor Board.



Dr. Siok Ping Voon, PhD, is a lecturer in Psychology Program at Faculty of Cognitive Science and Human Development, University Malaysia Sarawak. She received her Bachelor of Psychology (2011) from HELP University, Master of Counselling (2013) and PhD (2019) from University of Malaya, Malaysia. Her research interests include positive psychology, mental health, counselling and psychotherapy. She is also a registered and practicing counsellor in Malaysia.

Dr. Poh Li Lau is described above.

10_25 – 536b
10:50 am

Adverse Context, Resilience and Meaning-Making During COVID-19 by
Dr. Hsiu-Lan Tien, Ananda Ke Fan Lim

The COVID-19 epidemic has brought drastic changes to the world. Not only our lives have been greatly affected, our career development has also become a pressing issue. To be more precise, people suffered from being laid-off while job opportunities were narrowed and reduced. This research is concerned with the perceived adversities of adults and the young people who have undergone career impacts caused by the pandemic. Moreover, this study aims to explore the processes people used to cope and how they developed their resilience.



Dr. Hsiu-Lan (Shelley) Tien, PhD, Professor in the Department of Educational Psychology and Counseling at the National Taiwan Normal University. She is Dean of the College of Education, and has served as Director of the Department of Educational Psychology and Counseling, and Director of the Counseling Center. She has served as president of the Taiwan Career Development and Consultation Association, the Taipei Counseling Psychologist Association, and the Asia Pacific Career Development Association. From the National Career Development Association, she has earned the awards of International Career Practitioner in 2016 and received the Fellow award in 2020.

Mr. Ananda Ke Fan Lim graduated from the counseling psychology program at the National Taiwan Normal University. He is now working as a research assistant in the educational psychology and counseling department, NTNU.



11:00 – **BYOF Special Topics Sessions**
11:50 am

Bring your own food and beverage to enjoy while participating in these special topics.

11:00 – 544
11:50 am

Discussion: How Does Culture Affect the Career Choices of Your Clients? with *Dr. Vandana Gambhir Chopra*

There are 3 goals for discussions:

1. To facilitate networking in a virtual environment.
2. To share insights with other attendees about important topics.
3. To help you to clarify your thinking about a topic.

Discussions are not recorded. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will need to turn your microphone on. We hope you will turn on your video, but it is not required. If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.

Dr. Vandana Gambhir Chopra is described above.

11:00 – 545
11:50 am

Program Committee Meeting with *Dr. Elisabeth Montgomery and Ms. Sini Parampota*

The Program Committee plans our webinars and other special activities. Hear their goals in the coming year and consider joining their work to keep our members informed.



Ms. Sini Parampota is a global citizen with more than 20 years of diverse experience. As a career development expert and a Diversity, Equity & Inclusion advocate, she works on untapping career guidance potentials to improve the transition of People with Disabilities into Labor Market systems, create more opportunities to grow their skills, make informed choices about their professional future and encourage employers to create inclusive workplaces. Her latest research focused on the impact of infertility on women leaders' career aspirations.

Dr. Elisabeth Montgomery is described above.

11:00 –
11:50 am

New Product Launch - Create Your Why DIY with *Dr. Kevin Glavin*

Join us for the Product launch of [Create Your Why DIY](#), a revolutionary online career tool designed to help individuals gain clarity, control, direction, confidence, and purpose. CYW DIY allows you to self-administer the Career Construction Interview (CCI, Savickas, 2005). The CCI is a structured qualitative career assessment containing five story crafting questions. Created to engage individuals in life-designing dialogs, the questions help you explore your career related needs, values, interests, beliefs, purpose, & passion. As you reflect on your responses you will learn to narrate and re-narrate your career/life story. Use CYW DIY to explore educational and occupational choices, make career pivots, and navigate complex and ambiguous career/life challenges and transitions.

Dr. Kevin Glavin is described above.

Wednesday, May 24

Time	Session	Description
7:00 – 7:50 am	BYOF Special Topics Sessions	Bring your own food and beverage to enjoy while participating in these special topics.
7:00 – 7:50 am	601	<p>Discussion: How do You Incorporate the Use of Global Cultural Competence and Interculturalism in Your Career Development Practice? with <i>Natalie Kauffman</i></p> <p>There are 3 goals for discussions:</p> <ol style="list-style-type: none"> 4. To facilitate networking in a virtual environment. 5. To share insights with other attendees about important topics. 6. To help you to clarify your thinking about a topic. <p>Discussions are not recorded. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will need to turn your microphone on. We hope you will turn on your video, but it is not required. If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <p>Ms. Natalie Kauffman is described above.</p>
7:00 – 7:50 am	602	<p>News Committee with <i>Tam Nguyen and An Le</i></p> <p>The News Committee selects topics that are important to our members and seeks authors to write about them. Join this presentation if you care about getting more and better information into the weekly News Blog.</p>



Ms. Tam Nguyen is a certified career coach and the founder of Empurpose, whose goal is to help underrepresented people unlock their potential and lead a career with purpose and impact. With over 5 years in both industrial and academic settings, she brings diverse experience in management, entrepreneurship and career development to her practice. She currently serves as a Founding member of InHeartSight – a social enterprise promoting inclusive economic growth with equal access to professional development and leadership for immigrant women in Canada; and Personal Development Mentor for BIPOC entrepreneurs at BIPOC Foundation.



Ms. An Le is an Admission & Career Counselor who helps Vietnamese K-12 students with their university, course selection, and career orientation. Her students successfully secure admissions to top-ranking universities in Vietnam, the U.S. and Australia. She also has 10 years of experience in different professions, such as marketing and project management. One of the projects she led was Talent Generation (UNESCO-CEP), with the mission to help more than 20,000 Vietnamese university students evaluate and enhance their career readiness and competencies based on employers' criteria. She is passionate about helping students raise their self-awareness and build resilience and competencies before entering the global job market.

7:00 – 7:50 am 603

How to get published in the APCDJ with Dr. Poh Li Lau

Dr. Poh Li Lau, Editor of the Asia Pacific Career Development Journal, will explain how to get published in this research journal.

Dr. Poh Li Lau is described above.

7:00 – 7:50 am 604

Scholarship Committee with Tuan Anh Le

Learn about how our scholars are selected and how you can help us to share these valuable gifts with those who need them.



Mr. Tuan Anh Le is one of the first-generation career professionals in Vietnam. He is the author of 5 bestselling books on career and personal development topics. His strength is to use social media to interact and convey career messages to clients. He has a career blog with 4 million views, a career podcast with 250K listeners and a career TikTok channel with 150K followers. He is the career manager at AV Careers - a company that provides online career services. He is also a guest lecturer at many prominent universities in Vietnam.

8:00 – 8:50 am 611

Charting a New Course for Career Success: Portfolio -vs- Traditional by Tania Chomyk

The traditional career ladder will not exist in the same form as it once did in this rapidly changing world. For many years we thought of careers with linear steps up a ladder. If workers are to remain vital in today's economy, employees and employers need to see how skills acquired in one area can be applied to another and capitalize on the unique and diverse experiences a portfolio careerist has to offer. Join this session to learn how a winding career path may be the exact right career choice that gives one balance, happiness and career success. An option worth exploring.



Ms. Tania Chomyk, B.Ed., M.Ed., PPCC, HR Consultant, Career & Life Coach, Corporate Facilitator, Inspirational Speaker, is a seasoned HR professional and career transformation expert who is passionate about re-humanizing the workplace. She strengthens the value people bring to an organization and unleashes their full potential by equipping them with tools needed to capitalize on their strengths & talents, feel highly engaged and thrive in their career and personal life. The traditional career path has

changed. Stepping off the career ladder has been the most rewarding and life-changing experience in her career.

8:00 –
8:50 am

612

Career Development in Shaping Personal Brand and Success of Solopreneurs
by *Tam Nguyen*

With the gig economy on the rise and a rapidly changing world, career development practitioners may encounter an increasing number of clients who are appealed to the option of working for themselves. While career professionals can bring so much value to support clients through this daunting transition, many find themselves unequipped with business jargon and a lack of guidance process. Join this session to decode a way career development can help solopreneurs build a better personal brand and successful independent work. Tools and case studies will be introduced.

Ms. Tam Nguyen is described above.

8:00 –
8:50 am

614

The New Vocabulary of Careers by *Dr. Saul Carliner*

Side hustle. New collar job. Breadcrumbs. The great resignation. Snaplications. The Internet, post-pandemic era has generated a new language of careers. In this interactive session, familiarize yourself with some of the most common new terms in careers and the implications of the concepts underlying these terms for the clients and others whom you serve.



Dr. Saul Carliner is a Professor and Chair of the Department of Education at Concordia University, President of the Canadian Network for Innovation in Education, and co-author of *Career Anxiety: Guidance Through Tough Times*.

8:00 –
8:50 am

615

Prepare and Deliver an Effective Online Career Consultation Session by *Anh Tuan Le*

Working online has become a trend in the past 2 years since the Covid-19 pandemic. Career counselling can also shift from face-to-face counselling to online counselling. For an effective online consultation, a consultant must have a thorough preparation in technology and how to interact online. In this presentation, I will share the preparation steps to help career counsellors have the most effective online counselling session. I will share online homework assignments, how to write notes and create interactions online, and how to get an online assessment after the consultation.

Mr. Tuan Anh Le is described above.

8:00 –
8:25 am

616a

Delivering Career Guidance in Regional Australian Communities by *Ben Archer*

Successfully delivering career services in regional Australia highlights ways to use innovative models to increase employment participation. By utilizing a Systems Theory approach, career development practitioners in regional Australia have been able to improve employment participation in the Business Services, Education, Healthcare, Manufacturing and Urban Planning Industries through establishing links between

students, employers and training organizations. The presentation also features labor market trends and the creation of quality cadetship and apprenticeship programs.



Mr. Ben Archer conducts research in the intersection of career development and economic geography to bring together his professional experience as an educator and his personal history growing up in regional Australia. This research allows him to capture many aspects of everyday life and link these back to career decision making and economic outcomes. Mr. Archer's work includes research related to high school students, young adults and is relevant to governments, NGOs and business leaders.

8:25 – 616b
8:50 am

Internships as “Communities of Practice:” Impact on Japanese University Student Career Development by *Dr. Sachiko Morita*

For university students, the workplace community where they intern can be regarded as the “Communities of Practice” (CoPs). In this study, we aimed to clarify two points: (1) The impact of participation in Internships as CoPs on students' career development; (2) The process of having the above-mentioned impacts. The results of surveys of students at a Japanese national university showed that internships improve responsibility skills in a process similar to other CoPs. However, regarding enhancing social skills and exploring new perspectives of career and learning, the results may indicate that the process is different from other CoPs.



Dr. Sachiko Morita is an associate professor and a leader of career development unit at Kochi University in Japan. She is specialized in an international comparison of career development. She has 10 years of professional experience as a systems engineer and as an employment recruiter in IT company. In recent years, she focuses her research on the career guidance and practitioner's expertise development of Scandinavian countries where ICT and lifelong learning are advanced. She has received educational

encouragement awards from 2 national universities she has worked for in 2017 and 2022.

9:00 – 621
9:50 am

Development and Evaluation of New Interventions Based on Hope-Action Theory in Korea by *Dr. Sungsik Ahn*

Developing and providing new interventions is a hot topic for career practitioners. In this session, various types of interventions based on the Hope-Action Theory (HAT) will be introduced – a group counseling, a career course, and a camp-like intensive program for college students including those who are North Korea defectors. Participants will learn about the six steps to integrating HAT to practice (Yoon, 2019), the development process of interventions, and their effectiveness with empirical evidence.



Dr. Sungsik Ahn is an assistant professor at Keimyung University, South Korea. He is a Certified Career Service Provider (CCSP), Global Career Development Facilitator (GCDF), and Facilitating Career Development (FCD) Instructor. He previously worked for a university career center for 12 years and received the Minister's Award for his excellence of services. His professional and research interest includes developing career centers, training career development practitioners, and evaluating counseling and programs. He was the South Korea Country Representative of APCDA, and he is currently a board member of the Career Development Association of Korea.

9:00 – 622
9:50 am

Bringing Meaning and Purpose to Career Conversations by *Kaye Avery*

Workforces of today are already being disrupted by the impacts of climate change, quantum technological shifts, geopolitical tensions, food shortages, and pandemics causing huge concerns for the future of work. Our role as career practitioners is to

stimulate intrinsic motivations of each individual to build career congruence, purpose and resilience. Learn how the CareerIntelligence assessment connects individuals to their own stories and grounds them in what is important to them before identifying career development objectives. It will explain the theoretical hypothesis behind this and how a comprehensive career process can center a client and inspire a greater sense of agency and self-confidence.



Ms. Kaye Avery, CareerEQ Director, has worked with 1000s of individuals across all industry sectors and ages, to provide career decision-making, transition and employment support. CareerEQ has developed two career self-assessments, CareerIntelligence for working adults and CareerSmart for students. Many career practitioners and school careers advisers in New Zealand and Australia have been licensed to administer the assessments. The simplicity of the online platform and the effectiveness of the assessments to enhance career conversations is gaining significant recognition around New Zealand and Australia.

9:00 – 623
9:50 am

Career Counselling & Coaching in the Age of Scarcity by *Allan Gatenby and Dr. Brian Schwartz*

Rapid change has created uncertainty about futures, set a course for scarcity and if that course is not changed irreparable damage and extinction of our species. Career development practitioners have traditionally been prophets of hope, guided by employment opportunities and based upon the belief that employment is possible for all. Whilst we need to remain prophets of hope it must be based upon realistic optimism. We must empower the current generation to be able to achieve what previously generations have failed in doing. Reconceptualising counselling & coaching is required to minimise the negative impacts of rapid change.

Mr. Allan Gatenby is described above.



Dr. Brian Schwartz has been a pioneer in clinical career and life design counselling since 1977, serving both individual clients as well as applying career development principles and theory in organization settings. His book, *Your CareerDNA: Breaking the Code for Career and Life Happiness* is packaged with his breakthrough online CareerDNA self-discovery software. He serves on the Board of Governors of the Institute for Career Certification International. He and his teams have trained over 500 counsellors and coaches. He served as East China Country Council Representative for APCDA.

9:00 – 624
9:50 am

Future of Work: Global Perspectives on Age Diversity and Meaningful Work by *Dr. Jennifer Luke*

This presentation will cover examples of age-friendly workforce initiatives from various countries where age diversity and meaningful work are emerging outcomes. Case studies, and global statistic will be provided to illustrate the challenges and opportunities an age diverse workforce faces, and how meaningful work builds confidence and a strong sense of identity, strengthens employability, encourages community building, and prepares for future work trends.



Dr Jennifer Luke is a Research Fellow at the University of Southern Queensland, Australia, award winning career development practitioner, and Queensland Division President of the Career Development Association of Australia. With a current research focus on wellbeing and employability, Jennifer has a strong interest in age diversity, meaningful work, career re-engagement support for older workers, and the UN's sustainable development goals.

9:00 – 625
9:50 am

The Role of Multi-disciplinary Team Experiences in the Enablement of Career Identity for Humanities Students by *Freda (Efrosini) Zapsalis*

Multi-disciplinary learning is linked to the development of empathy and creativity, important skills for one's career development. Humanities graduates face career uncertainty as their degree is perceived as impractical and generalist and is not vocationally oriented. These perceptions affect how graduates transition into employment and how they identify suitable career opportunities. Having a career identity is needed to navigate these environments (Briscoe & Hall, 2006). What if the use of multi-disciplinary team projects in higher education could be a pedagogical approach to cultivate one's career identity? Narrative interviews exploring humanities students' career stories including their experiences participating in such projects will be used to explore this question.



Ms. Freda Zapsalis is an experienced careers educator, having worked in various student career advisor, employer liaison, and academic roles in higher education. More recently, she has designed and delivered undergraduate and postgraduate career development courses at RMIT University. Ms. Zapsalis holds a Bachelor of Arts with Honours in Psychology from the University of Melbourne and a Graduate Diploma in Career Development and Education from RMIT University. Currently, she is undertaking her PhD at RMIT university. She is looking at the role of multi-disciplinary team projects on humanities students' exploration of career identity and career adaptability.

9:00 – 626a
9:25 am

Diversified Career Development Strategies to Respond Flexibly to a Rapidly Changing World by *Yoshinobu Ooi*

An update on labor market changes in Japan since the last conference and their impact on career counselors will be provided to career counselors overseas who support clients seeking employment with Japanese companies or students who are considering studying in Japan. This includes an update on the situation for Japanese housewives that we reported last year, the latest information on changes in college student job hunting, and efforts by senior men who are about to retire. All of them are interesting cases that are supported with a supple heart.



Mr. Yoshinobu Ooi is a career counselor in Japan. (Career Development Advisor (JCDA) and Career Consultant (Japanese Qualification). He works extensively with college students to help them find jobs in university's career center, with companies to provide self-careers doc for their employees, and with qualified professionals to support their training (Peer Facilitator (JCDA Certificated)). He has been the Japan Representative for APCDA since 2019. MBA (Globis University) 2019 and Master of Electronic Information Engineering (Prefecture University of Toyama) 1996.

9:25 – 626b
9:50 am

Case Study of Career Counselor's Social Justice Advocacy in Japan: International Students' Job Hunt by *Rie Takanuma*

Despite the government's efforts, Japanese graduates and international students face several challenges in receiving job offers from Japanese companies. However, there are no studies on career counselors or their roles in social justice in Japan. The presenter, who is a career counselor in a university, identified Japanese companies' bias against international students. As the students' advocate, she organized a workshop on business Japanese for local and international employees in Japanese firms along with international students. Consequently, the Japanese employees realized that talking to the international students was enjoyable.



Ms. Rei Takanuma is an assistant professor at the School of Entrepreneurial and Innovation Studies, Kanazawa University and GCDF-Japan and a qualified career counselor in Japan. After completing her master's degree, she worked for the biggest firm in Japan, Recruit Co., Ltd., in human resources for around nine years. Subsequently, she joined Ritsumeikan University, which is renowned for their productive career support center, as a career counselor for Japanese and international new graduates. In 2017, she was

appointed as the director of an employment advancement program for international students and a career counselor in Kanazawa University.

10:00 – 631
10:50 am

A Holistic Approach to Developing Career-Ready Graduates by *Ong Gin Yong, Zhang Weili, Jeffrey Thng*

The Singapore Institute of Technology (SIT) is an applied learning university offering specialized degree programs that prepare students to be industry-ready professionals. SIT's Integrated Work Study Programme (IWSP) allows students to integrate theory and practice and develop deep specialist skills in their chosen field. SIT's Centre for Career Readiness (CCR) plays a key role in preparing students for IWSP and beyond. CCR's Career Readiness Roadmap encompasses training and development for students during their course of study. This holistic approach aims to develop career-ready graduates that can attain sustainable success with essential career skills and a growth mindset.



Mr. Ong Gin Yong, Career Coach at the Centre for Career Readiness of Singapore Institute of Technology, supports undergraduates in their career exploration and professional development. Through coaching sessions and workshops, he journeys with students to identify their career interests, goals, and roadmap. He believes starting with the right mindset is the key to achieving career success. Mr. Ong also engages the industry to partner with SIT in student career readiness development. He is a certified career coach and

attained an MBTI Certification Program certificate. He holds a bachelor's degree in Mechanical Engineering from Nanyang Technological University.

Ms. Zhang Weili holds a master's degree in Education (Curriculum and Teaching) from Nanyang Technological University. Her role at the Centre for Career Readiness of the Singapore Institute of Technology (SIT) focuses on helping students grow their career competencies so that they can be career ready. Before joining SIT, Ms. Zhang developed and implemented WSQ and proprietary programs at Shatec. Her certifications include the Advanced Certificate in Training and Assessment, Diploma in Adult and Continuing Education, MBTI Personality Profiling and Global Career Development Facilitator. She was previously a public educator who taught Humanities and English for 12 years.



Mr. Jeffrey Thng is the Career Educator of the Centre for Career Readiness at the Singapore Institute of Technology, where he helps students develop essential career skills and prepares them for a smooth transition from university to the workplace.

With over 20 years of experience in training, and development, Jeff has facilitated over a thousand training programs in the areas of career readiness, personal development, and personality profiling.

Jeffrey holds a master's degree in Professional Education (Training and Development) from Nanyang Technological University. He is also a certified career coach and an accredited adult education professional.

10:00 – 632
10:50 am

Career Development in VUCA World - 2023 & Beyond by *Hemant Deshpande*

We are living in a VUCA world: the world is Volatile, Uncertain, Complex, and Ambiguous. The world is going through economic challenges and conflicts between nations. Globalization impact in one part of the world creates a ripple effect across the world. How should professionals handle their careers in a VUCA world? Professionals across the world are struggling with these questions. The need for dynamic Career Planning is greater than ever before. The traditional approach to career development no longer works and the VUCA world demands a new solution. This session presents a revolutionary Inside-Out approach to career development.



Mr. Hemant Deshpande, Founder CEO & Principal Coach at Hemant Deshpande Consulting, India, is a certified Executive Career Coach with more than 25 years of global experience. He is the pioneer of mid-career transformation coaching in India. Mr. Deshpande has coached CXO's and senior-level leaders across the globe, across industries on career planning & development, and leadership development. His organization is India's leading Career Coaching Company specifically focused on serving working professionals across experience levels, industries and geographies.

10:00 – 633
10:50 am

Level 10 Life – How to Easily Track Personal Growth by *Anh Tuan Le*

Different aspects of life can have an influence on career decisions. A Level 10 Life is a productivity method created by Hal Elrod that helps you get a better understanding of how you feel about the current state of your life. The system allows you to step back and reevaluate your life and take steps to improve. In this workshop, I will guide you to assess your current status in the following aspects: Health and Fitness, Physical Environment, Giving and/or Contributions, Fun and Recreation, Marriage or Relationship, Career, Finances, Spiritual, Personal Development, Family and Friends. Then we will set goals for each aspect.

Mr. Tuan Anh Le is described above.

10:00 – 634
10:50 am

Efficacy of Career Coaching with Staff in AEON Vietnam by *Do Nguyen Ngoc Thu*

The presentation shows how to implement a career coaching and mentoring in a corporation. The project was developed based on company's context including goals and challenges. We named it "Self Exploration" with the slogan "Understand yourself- Acknowledge the career- Develop the career path". Targeted audience of the projects are middle managers, employees belonging to Millennial generations and universities' students. To maximize the benefits of the project, we use tools such as Knowdell card sort and DISC personality test to support internal coaches and mentors who are our experienced managers and specialists in their industry.



Ms. Do Nguyen Ngoc Thu, Academy Manager for AEON Vietnam, is an HR Business Partner for Talent Acquisition and Deputy Manager for Certification. She is also a Certified Action Learning Coach, a Certified Job & Career Development Coach, and a Career Network Building Learning Organization Practitioner.

10:00 – 635
10:50 am

AI and Career Decisions: Tri Generation Perspective on Career-Related Decisions by *Mohammad Basit Bhojani, Mohsina Hussain, and Dr. Lisa Raufman,*

In today's globalized village, will AI be able to discover client's best suited careers? If AI can predict career choice better than current assessments, will counselors/coaches be out of job? Three perspectives of this question from three generations will be addressed. Will integration of AI and virtual reality to maximize client's experience while assessing and exploring possible careers be enough in good career decision making? 2021 research will be shared to show how AI and human counselors can and cannot compensate for better career service. Lastly, to address

client's psychological need while making good career choice with use of AI, some techniques will be shared to help clients learn the difference between fast and slower reflective decision making.



Mr. Mohammad Basit Bhojani started his career as a career analyst and trainer in a local research organization where he did research on curriculums and built career counseling curricula for various school levels. He worked with various schools in the capacity of external career and student counselor where he interacted and provided career services to over 800+ students from grades 8 to 12. He moved on to gain his certification in career counseling from Skill Development Counsel and later did International Career Coach Certification (Foundation) from Mindler. He is currently providing his services at Habib Public School as a wellbeing counselor.

Ms. Mohsina Hussain has worked in development and education sector in various capacities, from developing high stake examination papers at Aga Khan University Examination Board to teaching undergraduate students at Iqra University. She has developed and executed personality enhancement program for college students and conducted group and individual career counselling sessions for both Secondary and Higher secondary students. Ms. Hussain has developed an interest inventory for the students of Karachi. Currently she is working as an independent career researcher and advisor.



Dr. Lisa Raufman is Co-author of *The Career Fitness Program, Exercising Your Options*, a college career textbook. She serves as Faculty Development Coordinator, Dean of Counseling at El Camino College. She is a past president of the California Career Development Association, Los Padres American Society for Training and Development, and the California Community College Counselor's Association. She has been APCDA Membership Chair and continues to serve on the Membership Committee. Her current interest is in integrating the U.N. Sustainable Development Goals into the curriculum.

11:00 – **BYOF Special Topics Sessions**
11:50 am

Bring your own food and beverage to enjoy while participating in these special topics.

11:00 – 644 **Discussion: Which issues do women face in the workplace and how do you help them with these issues?** with *Sini Parampota*
11:50 am

There are 3 goals for discussions:

1. To facilitate networking in a virtual environment.
2. To share insights with other attendees about important topics.
3. To help you to clarify your thinking about a topic.

Discussions are not recorded. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will need to turn your microphone on. We hope you will turn on your video, but it is not required. If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.

Ms. Sini Parampota is described above.

11:00 – 645 **Public Relations Committee** with *Cherry May Rotas-Palacio & Raza Abbas*
11:50 am

The Public Relations Committee seeks ways to inform people who don't know about APCDA about who we are and what we do. If you think more people in your community need to know about APCDA, please join this meeting and share your ideas about how we can help others to learn about us.



Ms. Cherry May Rotas-Palacio, VP for Operations of POEC Consultancy International, Inc. and the National Administrators for the International for the Exchange of Students for Technical Experience-Philippines. She is a licensed guidance counsellor and psychometrician in the Philippines. Before she moved to industry, she spent 10 years in academic settings where she developed various career programs for college students. She is also the Guidance and Career Program Consultant in the Philippines. She is a social

entrepreneur, life coach, trainer and international ambassador for humanitarian projects.

Mr. Raza Abbas is described above.

11:00 – 646
11:50 am

Introducing a One of a Kind Training Experience: CYW Career Construction Masterclasses with *Dr. Kevin Glavin*

Interested in learning a unique and powerful narrative career intervention that is: 1) [Transformational](#), 2) [Supported by Research](#), and 3) [A Hidden Gem](#)? Create Your Why's Career Construction Masterclasses teach and prepare career practitioners how to use narrative psychology and storytelling interventions such as the Career Construction Interview (CCI) to help clients gain Clarity, Control, Direction, Confidence, and Purpose. We combine cutting edge technology with live supervised practicum experiences to help you move swiftly and seamlessly from theory to practice. Take your career coaching skills to the next level and stand out from the competition. Unlock the full potential of your clients and facilitate meaningful and sustainable career and life transformations.

Dr. Kevin Glavin is described above.

Friday, May 26

Time	Session	Description
7:00 – 7:50 am	BYOF Special Topics Sessions	Bring your own food and beverage to enjoy while participating in these special topics.
7:00 – 7:50 am	701	<p>Discussion: How do you help clients find work/life balance? with <i>Cherry May Rotas-Palacio</i></p> <p>There are 3 goals for discussions:</p> <ol style="list-style-type: none"> 1. To facilitate networking in a virtual environment. 2. To share insights with other attendees about important topics. 3. To help you to clarify your thinking about a topic. <p>Discussions are not recorded. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will need to turn your microphone on. We hope you will turn on your video, but it is not required. If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <p>Ms. Cherry May Rotas-Palacio is described above.</p>
7:00 – 7:50 am	702	<p>Membership Committee with <i>Natalie Kauffman and Kunimitsu Kuki</i></p> <p>The Membership Committee welcomes new members and seeks ways to help existing members stay connected. Learn more about their activities and how you might help.</p> <p>Ms. Natalie Kauffman is described above.</p>



Mr. Kunimitsu Kuki has been with Kanebo Cosmetics for 38 years, where he current works as a Career Consultant. He lives in Nara, Japan, but attended high school in the U.S. and, as a marketing manager, spent many years living in different Asian countries. In addition to helping employees of Kanebo find career satisfaction, he is eager to share his love of Japan and its traditions with non-Japanese who work in Japan or visit Japan.

7:00 – 7:50 am 703

OnLifetools: Face to Face and Virtual Narrative Assessment by *Dr. Rich Feller*

Gamification, narrative assessment, and disrupting the Cost-Quality-Access Triangle within the “attention economy” requiring experiences and engagement for clients to clarify and make meaning from stories about their personal qualities, strengths, values, other people, assets, and natural interests to “what’s next” possibilities.

Dr Rich Feller is described above.

8:00 – 8:50 am 711

Career Development Practitioners: Engaging in the Practice of Ethical Behavior by *Dr. Carolyn D. Jones*

The practical application of ethical behavior as career development practitioners is critical to understanding engagement in our lives, our communities, and the world in which we live and work. The presentation will focus on a problem-solving framework, ethical foundations, professional values, and principles and exploring ethical dilemmas. A Code of Ethics helps to define professional behavior and serves to protect the public, the profession, and those who practice within the profession. Ethical behavior involves incorporating those principles into your personal and professional life to help determine a course of action.



Dr. Carolyn D. Jones, MEd, CMCS, CCSP, FCD Professional, background in career development, employer relations, human resource development and training, strategic and operational planning, outcomes assessment, fiscal management, university and corporate partnerships, curriculum development, program and course development, experiential education, marketing, and fund raising. President National Career Development Association (NCDA) (2023-2024). NCDA Certified Career Services Provider (CCSP), NCDA Certified Master of Career Services (CMCS) and Facilitating Career Development (FCD) Instructor/Trainer, Master’s degree in Educational Psychology.

8:00 – 8:50 am 712

Boost Your Revenue by Identifying Your Ideal Client and Knowing Where to Find Them by *Anne Herbster*

You were born to coach. But you were not born to coach everyone. Understanding your ideal clients and their greatest struggles, you will start to communicate with them in ways that will attract them to your coaching services. During this interactive workshop, you will work through exercises based on the bestselling book “The Coach Business Guide, The Path to Launch and Grow Your Coaching Practice”. Creating a profile of your ideal client, you will identify their challenges, needs and opportunities for how you can help and where to find them. By narrowly defining your ideal client, you will be able to find them, talk to them and get hired.



Ms. Anne Herbster, MBA, is co-author of The Coach Business Guide, The Path to Launch and Grow Your Coaching Practice. After an extensive career in marketing, program design and management, she has brought a passion for helping others to the coaching industry. An expert in coaching platforms, she has worked with hundreds of coaches, offering tools to help them manage and grow their coaching practice. Find Anne at CoachBusinessGuide.com.

8:00 – 8:50 am 713

The Work-Life Balance Assessment & Student Career Values Card Sort by Anush Hansen

Career and mental health counselor Anush Hansen will provide background on the connections between wellness and work-life balance, the use of card sorts in career counseling, and why she developed the Work-Life Balance Assessment and the Student Career Values Card Sort tools. She will offer strategies for how you can use these tools with clients and students to help them prioritize self-care, career development, and better work-life balance. Lastly, she will offer an online demonstration of how to use the digital version of the card sort tools so that attendees will feel confident about administering these tools with those they serve.



Ms. Anush Hansen, MA, MPH is a Licensed Professional Counselor, Certified Career Counselor, and the owner of Kennebunk Career & Wellness Counseling, where she helps clients discover and build careers they love. She is also the founder of Balanced Card Sorts and the creator of the Work-Life Balance Assessment. Anush holds a master's degree in Mental Health Counseling and a master's in Public Health.

8:00 – 8:50 am 714

Redefining "Employment," Not Just Thinking Outside the Box by Mai Kato

Companies have difficulty hiring people. At the same time, job seekers sometimes have difficulty finding a job. In today's labor market, it is said to be an era of rapid change and many choices. In Japan, where the birthrate is declining and the population is aging, this is even more evident in the labor market. The hints for overcoming employment problems can be found in the situations involving hiring foreign workers. Focusing on the perceptions that people generally have on work force, I would like to introduce the measures that enable them to increase employment opportunities by stepping outside the box.



Ms. Mai Kato is an Immigration lawyer who assists corporate clients that hire foreign employees to obtain visas for Japan and conduct training and seminars on risk management in employment. She is also a counselor in a public project for the local government and is responsible for job placement support for international students. Ms. Kato has launched the online community "Shukatu-Ryoku UP! Program" so that people from various countries preparing to work in Japan can learn together and find employment. This program has been very successful in helping participants find jobs, which would have been difficult if they had tried to do it on their own.

8:00 – 8:50 am 715

Thriving Through a Pandemic as a Dual Career Couple by Dr. Deirdre Pickerell, Dr. Roberta Borgen

A 2005 study identified numerous challenges faced by dual career couples as they juggled successful careers with home and family responsibilities. This study was recently extended with more diverse dual career couples and the added complication of the COVID-19 pandemic as a backdrop. Join the researchers as they share findings and explore important implications for career development practice. Deepen your understanding of the career development needs of "dual career couples" and explore the strategies dual career couples use to maximize career engagement and success. Leave better equipped to respond to the unique challenges faced by dual career couples.



Dr. Deirdre Pickerell, CPHR, Project Director at the Canadian Career Development Foundation has spent the last 30 years endlessly exploring career development systems and strategies, striving to ensure individuals can maximize engagement across life roles.

Dr. Roberta Borgen (Neault), CCC, CCDP, GCDF-I, President, Life Strategies Ltd. is co-developer of the career engagement model and an award-winning career development thought leader in Canada/internationally.



9:00 – 721
9:50 am

Career Development Approach and Strategies at Temasek Polytechnic (Singapore)
by Samuel Wee

Singapore being a very small country needs to maximize its human capital. Each year, Temasek Polytechnic produces 4,300 students into industry. These students are trained with specific technical skills and generic life skills, augmented by a comprehensive whole-school approach to education and career guidance. We explore these in the presentation.



Mr. Samuel Wee heads up the Student Support & Career Service department at Temasek Polytechnic. He has 10 years of experience in running career services centres education institutions. Armed with GCDF credentials from Singapore, he is passionate about preparing youths to move from the world of study into the world of work. Samuel has a team of management staff and education and career coaches spearheading the initiatives and works alongside faculty and the alumni department for the benefit of the students and graduates of Temasek Polytechnic. Out of work, he enjoys hiking, reading and spending time with his family and dog.

9:00 – 722
9:50 am

The Mindset of an Entrepreneur *by Laurette Lee*

When doing Career Development with an entrepreneur, the typical archetype of the theory does not work. An element of mindset needs to be at the forefront of teaching self-employment, as well as teaching how to believe in their own idea of how to exchange goods and services for money.



Ms. Laurette Lee has been an employment specialist for 9 years and has held the title Director/CEO of Phoenix Career Development for the last 3. Her clients include students, immigrants, people with disabilities, and entrepreneurs.

9:00 – 723
9:50 am

Do You Know the UN Global Goals? Travel Around a Rapidly Changing World with the SDGs! *by Danita Redd, Leah Goforth-Ward, Candy Ho*

In this fun and fast-moving presentation, an international team will review each United Nations Sustainable Development Goal in the context of career development and introduce you to its advocacy to create an International Day of Career and Livelihood.



Prof. Danita Redd, a lifetime APCDA member, has been a higher education counselor and professor in the USA for over 30 years where she teaches Career Development and Life Planning and specializes in advising students majoring in Science, Technology, Engineering, Mathematics, and Medicine. As an ambassador for Shared Hope International, she assists in raising public awareness about steps one can take to eradicate sex trafficking and bring perpetrators to justice. She was trained by the Foundation for

Human Enrichment to provide somatic assistance to people with PTSD. She is a published writer and has been an international volunteer in Mexico.

Ms. Leah Goforth-Ward, Career Development Practitioner in the Syilz-Okanagan Nation, British Columbia, has been actively engaged in Employment & Educational Leadership in various roles; Job Developer, Coach, Facilitator, Trainer & Case Manager. She serves as a Trustee for the Board of Education in various governance roles provincially and regionally. She believes that all students are precious, and as global leaders, we must ensure access to inclusive education of both the heart and mind. Leah possesses a deep belief in Humanity and the power of Global Collaboration in the quest for Action in the 17 UN SDG's. "Together, We Can!"



Dr. Candy Ho is the inaugural Assistant Professor, Integrative Career and Capstone Learning in the University of the Fraser Valley. She holds teaching positions in Kwantlen Polytechnic University's Educational Studies department and in Douglas College's Career Development Practitioner program. She currently serves as Vice Chair of CERIC, a Canadian charitable organization that advances education and research in career counselling and career development. She resides on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

9:00 – 9:50 am 724

Collective Wellbeing & Engagement in the Workplace Starts with 'Extra'-ordinary Leadership by *Patricia Favretto-Dicer*

At work, people can foster positive connections, feel like they belong, develop and maintain a sense of purpose, feel competent and be at their best - if the workplace is an enabling one! In this session, participants will better understand that stress can be both positive and negative, and is a vital part of personal growth and our ability to adapt. Patricia will unpack her "Possibilities Mindset Model" and participants will receive access to the 'Engagement and Wellbeing Index': A survey designed and developed by Patricia and used in her coaching practice to support her clients.



Ms. Patricia Favretto-Dicer worked extensively in Australia, SE Asia and with global enterprises - helping to shape, drive, review and challenge the culture and strategic direction of organizations. She supports her coaching clients as they navigate career direction to achieve meaning and purpose. Patricia is a Fellow of the Institute of Managers and Leaders; a Professional Member of the Career Development Association of Australia; a long-term member of the International Coach Federation; and member of the Association for Coaching and the International Positive Psychology Association.

9:00 – 9:50 am 725

Career & Life-design for Chinese Women by *Chris Shao and Allan Gatenby*

Change is having unprecedented impact upon women in China. Developing career and life-design services for women in China not only requires deep cultural understanding but also sensitivity to both the traditional and contemporary roles that women are living. This presentation shares the experience of a young practitioner whose creative and innovative approach is developing and delivering support

services to ladies in Shanghai. The approach is a blend on western and traditional thinking, a story of empowerment and enabling women to build a better life.



Ms. Chris Shao is an educational entrepreneur and life-design coach, who has a master's degree in hospitality management and 15 years' experience in talent development and career consulting. As the founder of Career Academy, she is committed to support women's growth, to help them live a healthier, happier and more abundant life.

Mr. Allan Gatenby is described above.

9:00 – 726a
9:25 am

Challenges Entering the Legal Profession as a Mature Professional by *Susan Pincus and Ruth Beran*

As Career Practitioners at the College of Law, we have observed the changing face of our clients over the years. Over 50% are mature professionals and career changers who have decided to re-direct their careers into the legal profession. With an ever changing and highly competitive legal landscape, this is no easy feat. With employers demanding higher order skills, both technical and non-technical, the benchmark is high and may prove an unrealistic expectation. In addition, many career changers have not considered the practical implications of starting a new career in law. For example, they may have unrealistic salary and status expectations.



Ms. Susan Pincus is an accredited Careers Practitioner who has been working specifically in the legal career education space for the last 5 years with expertise in employability, job search strategy and career management. She draws off her extensive background in both Careers Coaching and Human Resources/Recruitment. Her favorite part of the role is helping individuals unleash and leverage their potential as they transition and forge their careers. Susan has also been involved in the NFP sector assisting individuals build their confidence and job search skills in order to secure sustainable employment.

Ms. Ruth Beran is the National Careers Advisor at the College of Law in Australia and has over six years' experience in career coaching, including two years as an Associate in the Careers Service at UNSW Law. Ruth is legally qualified, an accredited careers practitioner and volunteers as a career coach for Dress for Success Sydney. She is also a multi-award winning journalist having worked as a science radio presenter and television researcher for national public broadcasters in Australia and New Zealand. As a career storyteller, Ruth particularly loves helping people tell their own story to achieve their career goals.



9:25 – 726b
9:50 am

Career Development After a Stroke: Early Intervention to Help Stroke Patients in China by *Jinxuan Bai*

Stroke is a significant health condition in need of early, wholistic, and multi-disciplinary intervention for vocational and career recovery. Using data gathered from 2017-2022 at a Chinese hospital, the author demonstrates how career development after a stroke can start early in the rehabilitation process using a holistic rehabilitation counselling approach. The current state of stroke rehabilitation is described first, followed by qualitative and quantitative data to address gaps between in-hospital and home care that are essential to vocational recovery. Finally, three case studies are used to describe potential issues that stroke survivors may experience during the rehabilitation process in China.



Ms. Jinxuan Bai is currently a physical therapist at The Second Affiliated Hospital, Guangxi Medical University, China. Her work on neurological rehabilitation provides opportunities to talk with patients with stroke to understand their situations and concerns. She completed a master's degree in Rehabilitation Counselling at the University of Sydney and worked as a Rehabilitation Counsellor in Recovery Partner and Rehabilitation Services by Altius in Australia where she conducted the vocational assessment and job-seeking meetings, assisted colleagues in connecting with clients, and wrote progress and vocational assessment reports.

10:00 – 731
10:50 am

Transforming Entrepreneurship Education by *Raza Abbas*

Development of entrepreneurial mindsets is becoming embedded in policy across the globe. Research has shown the key role that education plays in the development of such mindsets, and in particular the central role that faculty play in this process. It requires a change in the approach to education, emphasizing active blended learning and the provision of new experiences for students. Reform in teacher entrepreneurship education is key leading to idea generation/job creation. In this program, students will learn practices of faculty entrepreneurship education which will lead to idea generation, creation of small enterprises and job creation.

Mr. Raza Abbas is described above.

10:00 – 732
10:50 am

How "Antifragile" Plays a Key Role in Everybody's Life, Post COVID to Find Job by *Heung Sin Yi Gianni*

According to WHO, 703 000 people die by committing suicide each year. "You can't kill me, you can only make me stronger," said Nietzsche. This is a life lesson learned from the VUCA mindset - Volatility, uncertainty, complexity and ambiguity, a guide for everybody to be Antifragile and able to face everything unexpected in life. Youngsters called the millennial strawberry generation seem very reluctant to fail. They have grown up without major wars or global natural disasters. Our grandmothers' generation was able to face world war but our peers are fragile. Being Antifragile may be the key to a more meaningful life and healthy mindset.



Ms. Heung Sin Yi Gianni is a corporate trainer and international presentation award-winning individual trained with NASA student payload platform and more. She graduated from the University of Hong Kong with a master's degree. She had a very tough childhood, but she overcame her hardship and understands the importance of being anti-fragility. I would like to use her personal example to showcase that we shall not be limited by our past and family but overcome it.

10:00 – 733
10:50 am

Career Development and Sustainability: Using Systems Thinking to Address a Complex Systems Problem by *Lizzie Knight, Dr. Mary McMahon*

Career development theorists, researchers and practitioners have begun to consider responses to the pressing issue of sustainability which is impacting the whole world. Sustainability is a complex systems problem that cannot be solved by simple or single focused solutions. Central to meeting the challenges of the uncertain future is an ability to think systemically as demonstrated by the sustainable development goals. This skill builder session will assist participants to think systemically and understand how systems maps can be used in career development practice to consider the interconnected issues of the sustainable development goals.



Ms. Elizabeth (Lizzie) Knight is a research fellow at the Centre for International Research on Education Systems within the Mitchell Institute. Her research focuses on provision of career information, higher vocational education, transitions to tertiary education and the nature of graduate employment and employability. Ms. Knight has also been a professional careers counsellor for 10 years. She worked for the Ministerial Company, Education Services Australia (ESA) as the subject matter expert on the MyFuture website between 2015 and 2020, and has trained careers counsellors and teachers in every state and territory in Australia.

Dr. Mary McMahon is an Honorary Associate Professor at The University of Queensland, School of Education. Dr. McMahon is a developer and co-author of the Systems Theory Framework of career development. She researches and publishes on career development across the lifespan, narrative and systems approaches to career counselling, and qualitative career assessment. Dr. McMahon received the 2020 European Society for Vocational Designing and Career Counseling award for distinguished contributions to vocational designing and career counselling and the 2021 Lifetime Achievement Award from the Asia Pacific Career Development Association.



10:00 – 734
10:50 am

Peer & Generational Pressure in Career Planning & Development by *Huong Man*

Nowadays, when social networks have become part of life, we can easily see sharing from many persons about their achievements. News feeds of LinkedIn or even Facebook, Instagram are full of things such as big corporation's job offers, professional awards, promotions, screenshots of good feedback from clients/ partners/ bosses, new certificate completions, etc. It puts pressure on persons from their peers as well as senior persons. They are rushed to do the same although they do not really want or need it just because they worry about being left behind. It affects their career planning and development both short term and long term.



Ms. Huong Man has 17 years' experience in people consulting, coaching, training and talent development in various international firms - Former HR consultant of Korn Ferry Hay Group & PwC Vietnam focusing on organization development and talent management - Former leadership development manager of FrieslandCampina Vietnam - Former HR professional leading training & development activities in various industries such as financial services, manufacturing, high tech, logistics - Be trainer, facilitator, speaker of topics relating to talent, career orientation and skill development.

10:00 – 735
10:50 am

Is Mindfulness Helpful for Career Development? By *Lily Tran*

Is mindfulness beneficial to career development, especially nowadays when employees are under a lot of pressure? According to The Chaos Theory of Careers of Jim Bright: Change is a part of life and certainty about the future is impossible, so setbacks are opportunities to learn. This presentation provides an overview of the definition, benefits, and the way to apply mindfulness in the workplace. Some practical methods and ways, in particular, are applied from practice and personal observation to support and benefit customers and employees. Believe that no matter who we are, where we are from, this method can be very useful for clients.



Ms. Lily Tran is an English teacher who has recently discovered a passion for career development and counselling specialization. She enjoys communication but is also very serious about her work. She is passionate about inspiring people, especially young people, and is not only a teacher but also a friend of students. She is focused on discipline and accountability. According to

John Holland's theory, her personality types are Social, Enterprising, and Investigative.

10:00 – 736a
10:25 am

Assessing Career Needs of Different Vocational Identity Status Groups of Sub-degree Students by *Raysen Cheung, Lau Hin Long, Fu Wai*

Research applying the process model of vocational identity to develop interventions is lacking in Hong Kong. In a two-wave study, we applied the Vocational Identity Status Assessment to obtain a profile of six distinct vocational identity statuses through cluster analysis method (respondents over 550 at Wave 1). Moreover, 12 focus group sessions were conducted to explore the career experience and service needs of individuals in different vocational identity status groups. Integrating different results, we enhanced understanding of the career needs of different status groups to inform developmentally appropriate career interventions.



Dr. Raysen Cheung is Director of the Master of Social Sciences in Counselling Psychology Program, and Associate Professor at Hong Kong Shue Yan University. He obtained a PhD from Loughborough University, United Kingdom, and is a Registered Counselling Psychologist and a Registered Industrial-Organizational Psychologist of the Hong Kong Psychological Society. With research interests in vocational psychology, employability, and counselling interventions, he has published in the *Journal of Vocational Behavior*, the *Journal of Career Assessment*, the *Journal of College Student Development*, and the *Asian Journal of Counseling*.

Mr. LAU Hin Long is Research Assistant of Department of Counselling and Psychology, Hong Kong Shue Yan University, and Registered Counselling Psychologist of The Hong Kong Psychological Society. His research interests are career transitions and career identity among young adults.



Dr. FU Wai is Associate Professor of Department of Counselling and Psychology, Hong Kong Shue Yan University. His interest is in application of qualitative and mixed methods in areas including gambling addiction and egaming phenomena among Hong Kong adolescences and young adults. He is also a member of translation committee of journal *International Social Work*.

10:25 – 736ba
10:50 am

Managing Mid-career Transitions by *Dr. Julie Rosengren*

Managing mid-career transitions poses unique challenges for both the career coach and the coachee. Hear from a coach who has been working with this group post-covid in large numbers funded by the Australian Federal Government, and explore ways that you may be able to hone your own toolkit to better serve this group of career-changers.



Dr Julie Rosengren is Founder and Managing Director of LIFE. She is a LIFE Transition Specialist with 25 years' experience in researching, writing, training, consulting, coaching and counselling. She has assisted clients from a wide range of industries including financial services, banking, law, construction, education (including schools), engineering, mining, retail, health, government, recruitment and many more. She also speaks Thai and some Chinese and Japanese and has had extensive experience working in Asia.

11:00 – 741
11:30 am

BYOF Closing Session with *Grace Koamesa, Allen Gattenby, and Rahul Nair*

Who won the two Conference Contests? What have we learned at the conference? What happens next? And where will the 2024 conference be held?



Grace Koamesah, APCDA Administrative Assistant, graduated from Universitas Ciputra Surabaya, Indonesia with a degree in Psychology. She coordinated the 2022 APCDA Conference as an intern. She has worked as a teaching assistant in Quantitative Research Methodology in Universitas Ciputra Surabaya. In 2019, she was a psychologist assistant who helped in the process of both cognitive and personality assessments in Universitas Ciputra Psychological Services Center (UCPSC). Grace has an interest in exploring clinical psychology and career development through research and practices around the world.

Mr. Allan Gattenby and **Mr. Rahul Nair** are described above.

Thank You from APCDA

We are grateful to our Conference Planning Team: Liliya Tleukenova, Gaini Yessembekova, Assem Mussabekova, Zeinep Toktar, Rauchan Kanayeva, Yevgeniyia Kim, Ruslan Myrzayev, and Dinara Nurbayeva. We also want to thank our very generous members who helped as Room Managers and Session Monitors for the virtual sessions at this year's conference.

We are grateful to the sponsors for this year's virtual conference: Dr. Kevin Glavin of CreateYourWhy and Dr. Rich Feller of the Career Development Network. We are also grateful to our other sponsors: YouScience and OneLifeTools.

We want to recognize the very special people who received awards this year:

- Outstanding Career Practitioner Award: Dr. Candy Ho (Canada)
- Outstanding Educator of Career Professionals Award: Dr. Michel Healy (Australia)
- Lifetime Achievement Award: Dr. David Reile (United States):
- Newsletter Contributor Award: Tuan Anh Le (Vietnam)
- President's Award: Dr. Brian Hutchison (United States)
- Hosting Award: Liliya Tleukenova and her Kazakh team
- We also recognized Dr. Leonila Urrea (Philippines) and Ms. Jawaria Amar (Pakistan) who performed a financial audit for APCDA this year.

Three Scholars are with us in Kazakhstan, Mr. Mohit Jain (Nepal), Mr Tuan Anh Le (Vietnam) and Ms. Alfiya Mustafina. Please see the full list in the Awards Program. We expect great things from all of you.

We would like to thank our dedicated Country/Area Representatives who have done an excellent job this past year of reporting about career planning in their own countries as well as advising APCDA as we develop policies and projects to move forward with our mission of providing a forum for career development professionals throughout Asia and the Pacific. Our Country/Area Directors are:

- | | | | |
|---------------|--------------------------|---------------|---------------------|
| o Australia | Felicity Brown | o Indonesia | Dr. William Gunawan |
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| o North India | Malaviaka Kishore | o USA | Jenn Leard |
| o South India | Rahul Nair | o Vietnam | Phoenix Ho |

We would like to thank our Committee Chairs for carrying out the very difficult work of the organization. These people provide the labor to move our agenda forward.

- Awards & Scholarships Dr. Narender Chadha and Tuan Anh Le
- Bylaws & Policies Allan Gatenby
- Ethics & Standards Dr. Vandana Gambhir Chopra
- Membership Natalie Kauffman and Kunimitsu Kuki
- Newsletter Tam Nguyen and An Le
- Nominations Satomi Chudasama
- Program Elisabeth Montgomery and Sini Parampota
- Public Relations Cherry May Rotas-Palacio and Raza Abbas
- Research Dr. Poh Li Lau

Our Officers, the elected members of the APCDA Board, form the glue that holds us together. We meet regularly and communicate constantly to make decisions about how to move forward. We are very grateful to our officers for giving so much of their time to this association.

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